

**Cascades Containerboard Packaging,
Lancaster Division
NLRB Case 03-CA-210207**

Confidential Witness Affidavit

I, Michael Garcia, reside at

238 prospect ave Buffalo NY
14201

My telephone number is (716) 308-2974

My e-mail address is Michaelgar@gmail.com.

I am employed by Cascades Containerboard Packaging,

Lancaster Division at 4444 Walden Avenue, Lancaster, in a position within the production and maintenance bargaining unit that was represented by Local 27 of the Graphic Communications Conference (GCC), which is part of the Teamsters Union.

1. Local 27, Local 503 of the GCC, and the GCC never notified me that Local 27 was being dissolved or that my union representation was to be transferred, merged, or assigned to Local 503.

2. The first time I became aware of Local 503's claim to represent me is when the Company so notified its production and maintenance employees on or around December 19, 2017.

3. I was never notified of any membership meeting of Local 27 being held to vote on Local 27's dissolution or on any merger, affiliation, or transfer of bargaining rights, from Local 27 to Local 503. ____MG

4. Having a local union office situated in Rochester, New York would be approximately 150 miles round trip from/to my workplace and would be very inconvenient for me to reach for me to attend to union business or membership meetings.

I have read this Confidential Witness Affidavit consisting of 2 pages, I fully understand it, and I state under penalty of perjury that it is true and correct. I have also read and signed a statement that advises me that any statement made by me is voluntary, that I have no obligation to participate, and will not be retaliated against if I decide not to be interviewed or to provide a statement. However, after reviewing this affidavit again, if I remember anything else that is important or if I wish to make any changes, I will immediately notify the Company representative (Henry Kramer) who took this Affidavit.

Signed: Michael Garcia Date: April 6, 2018
Michael Garcia

Signed and sworn to me at Lancaster, New York, this 6th day of April, 2018.

Hy S. K
Henry S. Kramer
Attorney

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